

**Cornell University**  
**Employee Assembly**

**AGENDA**  
**Employee Assembly Meeting**  
**August 3, 2020**  
**12:15 – 1:30 pm**  
**Remote via Zoom**

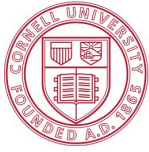
**“An Active Voice for Cornell Staff”**

*We strive to make all events accessible. If you are in need of accommodations in order to fully participate, please contact the Office of the Assemblies at (607) 255-3715 or [assembly@cornell.edu](mailto:assembly@cornell.edu).*

- I. Call to Order 12:15pm
- II. Roll Call
- III. Approval of Minutes
- IV. Business of the Day (40 Minutes)
  - a. EA R2: Updating the Employee Assembly Charter to Expand its Membership (20 Minutes)
  - b. Quarantine Housing Arrangement Discussion (20 Minutes)
- V. Committee Reports (10 Minutes)
  - a. Executive Committee
  - b. Communications and Awards Committee
  - c. Education Committee
  - d. Welfare Committee
  - e. Benefits and Policy Committee
  - f. Elections Committee
- VI. New Business (25 Minutes)
  - a. Open Discussion
- VII. Adjournment – 1:30m

**Note:**

Meetings are open to the public.



**Cornell University**  
**Employee Assembly**

**Cornell Employee Assembly**  
Minutes of the July 1, 2020 Meeting  
12:15-1:30 PM  
Zoom

**I. Call to Order & Roll Call**

- a. Chair A. Howell called the meeting to order at 12:15pm.
- b. *Members Present:* S. Barry, K. Barth, A. Brooks, M. Benda, J. Cooley, J. Creque, H. Depew, J. Duong, B. Fortenberry, G. Giambattista, B. Goodell, A. Haenlin-Mott, D. Hiner, A. Howell, R. Lochner, K. LoParco, K. Mahoney, J. Michael, R. Miegl, E. Miller, A. Miller, M. Newhart, C. Sanzone, K. Supron, L. Taylor, J. Townley, W. Treat, C. Wiggers, J. Withers
- c. *Members Absent:* T. Chams, E. Ivory, A. McCabe, V. McAuley, M. Newhart,

**II. Approval of Minutes**

- a. Minutes from June 17 meeting not available for approval.

**III. Business of the Day**

- a. Meeting Security
  - i. A. Howell indicated that there are a lot of individuals who are not members who are trying to get in and join this meeting, which was created as a result of a Zoom-bombing incident. Due to the nature of the meetings being open to the public, he made a call for suggestions on how to keep accessibility open without listing the Zoom information publicly. He made a suggestion that the Zoom information only go out via the information list or by request to the Office of the Assemblies.
  - ii. B. Goodell thanked the Office of the Assemblies for their quick thinking in ending the initial meeting quickly and creating a new Zoom meeting. He offered the suggestion of setting up the meetings as webinars instead so that individuals can't openly talk or type in the chat function.
  - iii. G. Giambattista stated that the Office of the Assemblies will explore possible options and solutions with CIT in order to keep the meetings secure, yet open to the public.
  - iv. A. Howell asked that the Office of the Assemblies put a statement on the Employee Assembly page stating that there was an incident and that every effort is being made to make sure that the public can join future meetings.
- b. Update: EA R1 – Protect Staff Jobs and Compensation
  - i. A. Howell thanked the individuals in the Benefits and Policy Committee who worked on this resolution for their hard work and effort.
  - ii. C. Sanzone inquired as to whether a decision had been finalized on the financial shortfall suggestions from senior leadership relating to retirement contribution reduction for Endowed staff and salary reduction for Contract College staff.
  - iii. A. Howell stated that he hadn't heard about a final decision.

- iv. M. Benda indicated that she had heard that the salary reduction was approximately 1.5% for staff and a higher percentage for faculty.
  - v. A. Howell mentioned that he would reach out to Mary Opperman to get more information regarding the decision.
  - vi. M. Benda inquired if this was something that could be addressed in the next forum.
  - vii. A. Howell stated that the next forum is a topical forum focusing on reopening; however, he would see if he could find out any other information as it relates to cost measures.
  - viii. B. Goodell acknowledged the hard work and effort of the Benefits and Policy Committee, especially J. Duong and R. Miegl, for their work on putting the resolution together in short notice.
- c. Upcoming Forum Schedule
- i. A. Howell stated that over 300 attendees participated in the first staff feedback forum and appreciated the patience and flexibility, given the quick turnaround and change in schedule.
  - ii. A. Howell stated that over 60 questions were pre-submitted prior to the forum and asked for confirmation from the Office of the Assemblies. W. Treat indicated that there were a total of 70 questions and comments submitted.
  - iii. A. Howell mentioned that the schedule has been released and asked members to share the information and promote them as much as possible to increase staff engagement.
  - iv. C. Sanzone inquired about the deadline for feedback submission for promotion purposes.
  - v. A. Howell stated that he wasn't sure of the exact time and asked the Office of the Assemblies for confirmation.
  - vi. W. Treat informed the members that the deadline is typically closed a day and a half before each forum.
  - vii. C. Sanzone asked if the feedback was open for the July 9 forum yet.
  - viii. W. Treat stated that the survey will be opened this afternoon in conjunction with the email being sent to staff.
  - ix. G. Giambattista added that there won't be questions in the survey but rather an open ended field for staff to provide feedback or comments.
  - x. C. Sanzone posed the question about collecting feedback or questions in advance the same way.
  - xi. G. Giambattista stated that the open comment functionality on the website allows for a staff member to post an anonymous comment and it has worked well previously.
  - xii. G. McAuley mentioned that she was unable to get into the first forum but that may be a technical issue on her end. Additionally, she mentioned that she is building a database of retirees and former employees and asked members to send her names of people that have retired over the past few years. This would allow for her to include them and possibly get more feedback in that area.
  - xiii. C. Sanzone asked what G. McAuley meant by not being able to join the forum.
  - xiv. G. McAuley indicated that the link didn't work for her and it didn't follow the normal path.
  - xv. A. Howell asked to please let the Office of the Assemblies know if this occurs again so we can troubleshoot in order to ensure no one is left out.
  - xvi. G. Giambattista said that the forums are set up as webinars so it is a different interface; however the link is the same.
  - xvii. A. Howell informed the members that the recording from the first forum is already posted. While the topical forums are only 30 minutes in length, there isn't a whole lot of

time to get everything in and answered so they are taking collection of the questions and get responses as possible.

- xviii. E. Miller asked for confirmation that of the webinars are 30 minutes with the exception of the open ones.
- xix. A. Howell confirmed that and stated that things could always change if the opportunity presents itself and more interest is displayed from staff.

#### IV. Committee Reports

##### a. Executive Committee

- i. H. Depew informed members about the feedback that has been received in advance of the forum on July 2 and that mainly individuals are concerned with the increase of people coming from regions that are currently high risk. Additionally, she mentioned that by way of having these staff forums, the format allows for different staff members to be able to present their concerns and feedback to senior leadership and it is a good opportunity to have that level of engagement and channel of communication.
- ii. G. McAuley expressed that she has received feedback regarding staff concerns about returning to campus and the suggestion for staff to go to their supervisor first, then department manager, college HR and EHS for any issues related to the campus reactivation. She also indicated that she has had feedback related to parking and the issues of staff still having to pay for permits that they are not using.
- iii. A. Howell responded that the EA is not allowed to act in place of HR but to follow the process of who to take these concerns to. He also suggested the Ombudsman's Office as an alternative solution.
- iv. K. Barth indicated that representatives from Transportation want to find a time to present to the EA with updates related to parking and transportation. He indicated that it is his understanding that the University does not have aggregate numbers on who will continue to work remotely and who will be approved to come back on campus.
- v. C. Sanzone stated that there is data on who is approved to come back to work via the Daily Check in so that may be a good starting point for Transportation to see who is returning versus who isn't.
- vi. M. Benda informed members that she has been working on campus since May 18 and there the Vet College is piloting a program with an email that is sent to staff every day Monday through Friday and has three questions that need to be answered before you can come on campus.

##### b. Communications and Awards Committee

- i. No updates at this time.

##### c. Education Committee

- i. No updates at this time.

##### d. Welfare Committee

- i. No updates at this time.

##### e. Benefits and Policy Committee

- i. B. Goodell informed the members that the Benefits and Policy Committee had a meeting on June 16, 2020 and welcomed Amy Parmley and Seth Brahler from HR to discuss the Gig Marketplace in Workday. Additionally, he mentioned the bereavement policy resolution and a conversation about policy for Red Cross blood donations.

##### f. Elections Committee

- i. J. Withers informed the members that there is a meeting next week to discuss the upcoming elections. Additionally, she mentioned that the Membership Task Force is wrapping things up and she will present their findings at the next EA meeting.

## **V. New Business**

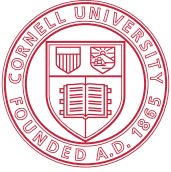
### **a. Open Discussion**

- i. K. Tannenbaum inquired about the updates on EA R1 or the Trustee's meeting.
- ii. A. Howell indicated that EA R1 was submitted to President Pollack with a copy sent to VP Opperman. Additionally, he is going to follow up with VP Opperman with regard to any decision on cost-savings implementation.
- iii. B. Goodell responded to M. Benda that the daily check in procedures is campus wide. If, after you answer the questions, you are red flagged, the staff member will receive a call from Cayuga Health. He also informed that members that the daily check in only works on particular browsers so they are working on that bug.
- iv. M. Benda responded to G. McCauley's comment about feeling safe at work.
- v. C. Sanzone wondered if there could be conversation about a couple of the recent resolutions, specifically the bereavement policy resolution.
- vi. B. Goodell stated that VP Opperman and President Pollack responded and they are going to include the surrogate part of the resolution to the policy; however, they weren't inclined to include the increase in time off or distance based on peer institutions.
- vii. C. Sanzone stated that she wasn't sure what the takeaway was for the response provided for the inclement weather resolution. She stated that President Pollack indicated that there was careful review of the storm yet nothing has been presented. She suggested reaching out to senior leadership and extend the dialogue and invite to a meeting to present.
- viii. A. Howell agreed that is a good idea and to revisit it after reopening and once we get more into that weather or season.
- ix. B. Goodell stated that the response to EA R1 may result in creation of another resolution based on the response or decision of the trustees.
- x. A. Howell thanked the members for working so hard over the summer on top of everything else that is going on and urged members to promote the staff forums.
- xi. H. Depew asked members to promote the July 2 forum focusing on reopening.

## **VI. Adjournment**

- a. Chair Howell adjourned the meeting at 1:39pm.

Respectfully Submitted,  
*Wendy Treat*  
Senior Coordinator, Office of the Assemblies



# Cornell University Employee Assembly

**Cornell Employee Assembly**  
Minutes of the July 13, 2020 Meeting  
12:15-1:30 PM  
Zoom

## **I. Call to Order & Roll Call**

- a. Chair A. Howell called the meeting to order at 12:15pm.
- b. *Members Present:* K. Barth, A. Brooks, J. Cooley, J. Creque, H. Depew, J. Duong, G. Giambattista, B. Goodell, D. Hiner, A. Howell, R. Lochner, K. LoParco, K. Mahoney, A. McCabe, V. McAuley, J. Michael, R. Miegl, E. Miller, A. Miller, M. Newhart, C. Sanzone, K. Supron, J. Townley, W. Treat, J. Withers
- c. *Members Absent:* S. Barry, M. Benda, T. Chams, B. Fortenberry, A. Haenlin-Mott, E. Ivory, L. Taylor, C. Wiggers

## **II. Approval of Minutes**

- a. Motion to approve minutes from the June 17, 2020 meeting – approved with no dissent.

## **III. Business of the Day**

- a. Elections Committee – Proposed 2020 EA Elections
  - i. EA Elections Chair J. Withers indicated that the EA Elections are to take place before students are back on campus and the student-based elections.
  - ii. J. Withers shared a presentation with assembly members displaying the proposed elections calendar. She indicated that the calendar is shorter than the original spring elections due to the elections being all online.
  - iii. J. Withers mentioned that the first meeting in September will be the one where the EA members will vote on the executive committee.
  - iv. A. Howell confirmed that after the winners are announced, there will be a meeting on September 2 that will serve two purposes: last meeting for members who will be moving on that will be adjourned and a new meeting called for new members to elect their leaders, the UA representative and new committee chairs. Once that is decided, the new members will take their seats.
  - v. K. Supron asked about candidate registration and collecting petition signatures.
  - vi. J. Withers stated that she has been working with the Office of the Assemblies to get a system in place for gathering petition signatures and it will most likely be Qualtrics.
  - vii. A. McCabe asked about marketing for elections as well as highlighting what staff committee membership is available.
  - viii. J. Withers agreed that is a good idea; however, she doesn't want staff to get confused on what they have to run for and be elected versus just joining a committee.
  - ix. A. Howell inquired about a liaison between the Elections Committee and the Communications Committee to promote and advertise the elections.
  - x. J. Withers stated that she would mostly likely be working with C. Sanzone, the Communications Committee chair, on a communications plan and she would confirm that with C. Sanzone.

- xi. J. Withers indicated that there are a number of seats expiring. There are nineteen seats up for election, including the new Cornell Tech seat. The At-Large representatives are not in the Charter, so those seats are expiring.
  - xii. J. Withers further indicated that any member who is not up for election is on the election committee.
  - xiii. J. Withers wrapped up the presentation by reiterating that it is basically the same plan that was created in the spring; however, it will be less about in person networking and more about everything being done virtually and online.
  - xiv. R. Miegl asked when will individuals know if anyone else is running for a particular seat.
  - xv. J. Withers deferred to the Office of the Assemblies for their experience with elections.
  - xvi. G. Giambattista stated that based on the dates on the elections calendar, registration runs through August 13<sup>th</sup> and campaigning starts on the 14<sup>th</sup>. At that point, after candidates are validated, they will be posted for their respective seats.
  - xvii. K. LoParco inquired about the possibility of changing some of the seats, using the Graduate School, Law and Johnson School seat as an example.
  - xviii. J. Withers stated that the Membership Task Force has been working on that and it would need to be approved because it is a Charter change. The intention is to have everything approved and in place for the Spring 2021 elections.
  - xix. A. McCabe acknowledged J. Withers and the Elections Committee for the amount of work and effort they have put into this.
- b. Membership Task Force Presentation
- i. J. Withers provided information about the Membership Task Force which was created when the Spring elections were postponed. Members include: A. Haenlin-Mott (EA), A. Miller (EA), B. Goodell (EA), J. Duong (EA), J. Withers (EA), J. White (non-EA), and M. Collins (non-EA).
  - ii. J. Withers explained that the goal was to realign seats to match the current organizational structure.
  - iii. J. Withers referenced the question that was previously asked by K. LoParco regarding separate seats for Graduate, Law and Johnson School. The Johnson School is under the College of Business, as is the Hotel School and the Dyson School.
  - iv. J. Withers indicated that there are some non-directly represented staff who have been missed over the years, including a long term seat to align with the less than 5 years seat.
  - v. J. Withers mentioned the review process for filling the Retiree seat and whether that should be voted on by the EA.
  - vi. J. Withers stated that they also reviewed term lengths as members typically spend the first year learning the process and have only the second year of their term to work on items that you care about and you have a sense of the process. It would also allow for more experience on the EA instead of half the body turning over every year.
  - vii. J. Withers stated that the recommendations from the Membership Task Force are as follows:
    - 1. The Hotel School seat be transformed into a SC Johnson College of Business seat that would represent the Hotel School, Johnson School, Dyson School, and any staff directly associated with the SC Johnson School.
    - 2. Some of the smaller, unrepresented divisions and units – Office of University Counsel, the Provost, the Vice Provosts, the University Ombudsman, the Judicial Administrator, ROTC, the Cornell Prison Education Program, Public Engagement

- and Continuing Education – would be represented by the University Relations seat would be rolled into a Central Administration seat.
3. The EA would hold an official vote on the Retiree seat in order to affirm their credibility and authority to the seat.
  4. Creation of five new seats to bring the total membership to 35 – a 20 Year or More seat, a Black, Indigenous, and People of Color (BIPOC) seat and three general At-Large seats.
- viii. K. Supron indicated that Government Relations is a unit under University Relations. She also inquired about what is Public Engagement and whether that meant the Office of Engagement Initiatives.
  - ix. A. Miller clarified that they utilized the organizational charts and that is what stood out.
  - x. E. Miller asked whether they looked into the seat of Research Division IT services and Technology and if there was a possibility of splitting the seat due to the high number of staff in both areas (Research and CIT).
  - xi. J. Withers stated that they had not researched that but that the task force could meet again to research that.
  - xii. K. LoParco stated that by pulling the Johnson School out of the Graduate School, Law and Johnson School seat, it leaves just the Graduate School and Law School in that seat. She then mentioned that she had a difficult time communicating with staff under the Graduate School and inquired if Graduate School employees are represented in other areas due to being spread out across campus.
  - xiii. J. Withers stated that the task force hadn't looked into that.
  - xiv. G. Giambattista indicated that the original model was based on the colleges themselves and the Graduate School is a college. She also offered assistance with engagement with the Graduate School constituents.
  - xv. A. Howell affirmed the efforts of the task force and indicated the continuous need to update the Charter to ensure that staff is represented in the best and most effective way possible.
  - xvi. J. Withers ended the presentation by asking members to email with any thoughts or feedback to assist in drafting a resolution for the creation of the new seats. She also mentioned that the At-Large seats will allow for flexibility so that the Charter doesn't need to be addressed every time a new school or department is created.

#### **IV. Committee Reports**

- a. A. Howell asked all committee chairs if they have anything to report or would like to bring up.
- b. There were no other updates from the remaining committee chairs.

#### **V. New Business**

- a. Open Discussion
  - i. A. Howell asked everyone to turn their attention to the participants who are attending, which is lower than past meetings. He referenced the recent Zoom-bombing incident and that a trade off for the meeting security is that outside people who were viewing before.
  - ii. A. Howell thanked the Office of the Assemblies for their quick work in setting up a more secure meeting environment.
  - iii. A. Howell reflected that there is a lot to unpack from what happened at the last meeting and that, for him, the shock came afterwards.

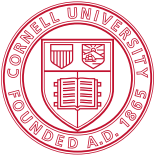


- iv. A. Howell reaffirmed that we are all in unison in strongly condemning any hatred or bigotry and disruptions in the meetings. He went on to state that it brings about an opportunity to show resiliency.
- v. A. Howell recognized H. Depew's statement and submission of a bias report based on the disturbing incident.
- vi. B. Goodell concurred that he was totally shocked and thanked A. Howell for the update on meeting security.
- vii. A. Howell stated that the role in the staff forums and other events leading into elections has shown that the EA has an important role with regard to supporting staff and moving the campus community forward. He asked that members share the more secure meeting details with their constituents so they can still participate in the meetings.
- viii. K. Supron asked if once there is a resolution to the incident, if the new meeting information can be shared in the faculty and staff news in order to update folks on how to participate in the meetings.
- ix. G. Giambattista indicated that the number of people who have opted in to the info list has increased significantly.
- x. H. Depew indicated that numbers have been up and the staff forums have been well attended.
- xi. A. Howell stated that the EA newsletter is coming up and that C. Sanzone has a call out for content.
- xii. W. Treat informed the EA that the meeting details page does not have meeting information publicly listed, but rather a request to send an email to [assembly@cornell.edu](mailto:assembly@cornell.edu) to get the more secure meeting log in information.
- xiii. M. Benda inquired about the number of attendees at the Open Forum with President Pollack.
- xiv. A. Howell and G. Giambattista indicated that it was over 2,000 attendees.
- xv. J. Duong asked if there was a way to have a CU web authenticated page up in order to allow staff to location the meeting information.
- xvi. G. Giambattista stated that the Office of the Assemblies worked with CIT and was advised to not post anything publicly.

## **VI. Adjournment**

- a. Chair Howell adjourned the meeting at 1:01pm.

Respectfully Submitted,  
*Wendy Treat*  
Senior Coordinator, Office of the Assemblies



## EA R2: Updating the Employee Assembly Charter to Expand its Membership

**Abstract:** Resolution to amend the Employee Assembly Charter and align the assembly’s membership with current University structure reflecting a more comprehensive representation of University staff.

**Sponsored by:** EA members of the Membership Task Force, as charged by the Assembly in EA R6.2020

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**Jessica E. Withers**, Chair of the Elections Committee and Library and Museum Representative  
**Jamie Duong**, School of Hotel Administration Representative  
**Brian Goodell**, Representative At-Large  
**Andrea Haenlin-Mott**, Disability Representative At-Large  
**Ashley Miller**, Division of Human Resources Representative

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**Reviewed by:** Elections Committee, July 29, 2020

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**Whereas**, The Employee Assembly is the shared governance body charged to be concerned with those matters directly affecting the staff community of Cornell University, and

Whereas, the staff community encompasses non-academic staff across multiple colleges and units across the university; and

**Whereas**, the current assembly is not fully representative of the current University structure’s breadth of staff members; and

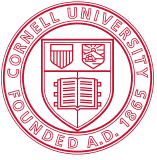
**Whereas**, the establishment of voting member seats representing staff not presently covered by the Assembly Charter aligns with the Article II Object:

“The Assembly will actively seek to involve all segments of Cornell’s diverse employee population in the Assembly’s decision-making activities.”

**Whereas**, staff of the SC Johnson College of Business, the School of Public Policy, ROTC, Office of Public Engagement, Office of the University Counsel, Office of the Judicial Administrator, Offices of the President and Provost, and the Cornell Prison Education Program, have not had direct representation on the Employee, and

**Whereas**, the Employee Assembly Charter does not currently include provisions for non-specific At-Large seats or an explicit process for filling the Retiree seat; and

**Whereas**, the Assembly recognizes of the value of overall staff engagement and supports inclusive representation on the Assembly even as departments and units change with time; and



## Cornell University Employee Assembly

40  
41 **Whereas**, the Assembly created a Membership Task Force to review terms, seats, best use of At-  
42 Large seats, and appropriate total size and make recommendations on these items and any others they  
43 discover regarding Assembly make-up for review by the Assembly; and

44  
45 **Whereas**, the turnover of Assembly positions on two-year terms creates challenges for knowledge  
46 transfers within the body and on specific committees.

47  
48 **Be it therefore resolved**; the Membership Task Force recommends the following changes to the  
49 Employee Assembly Charter:

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51 **Be it resolved**, the School of Hotel Administration voting representative shall be renamed the  
52 “Cornell SC Johnson College of Business” voting representative to encompass all units within the  
53 CCB; and

54  
55 **Be it resolved**, that a voting seat be established for the School of Public Policy; and

56  
57 **Be it resolved**, that an at-large affinity voting seat be added to represent Black, Indigenous, and  
58 People of Color (BIPOC) staff; and

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60 **Be it resolved**, that an at-large affinity voting seat be added to represent staff who have been at  
61 Cornell for more than 20 years; and

62  
63 **Be it resolved**, that three at-large representative voting seats be added. At-Large representative seats  
64 may be filled by appointment from existing candidate pool after annual elections or by candidates  
65 from a department without clear Assembly representation. The term of At-Large representative seats  
66 will match the Assembly terms and be split each year to align with overall body turnover; and;

67  
68 **Be it resolved**, that staff from the Offices of University Counsel, the Provost, the Vice Provosts, the  
69 University Ombudsman, the Judicial Administrator, ROTC, the Cornell Prison Education Program,  
70 and Continuing Education be represented by the University Relations seat and that seat be renamed  
71 “Central University Administration”; and

72  
73 **Be it resolved**, that two Staff Retirees will be appointed by the Division of Human Resources, in  
74 consultation with the HR Retiree Engagement Advisory Committee, to represent the Staff Retiree  
75 constituency. The two members shall share one vote but may serve on different committees. The  
76 two-year appointments will be staggered for continuity purposes. The Assembly shall vote to accept  
77 the proposed candidates; and

78  
79 **Be it further resolved**, that Employee Assembly term lengths be extended to three years from two;  
80 and

81  
82 **Be it further resolved**, the following representative seats be updated to reflect current titles:

- 83
- The Geneva Campus Representative shall be come the Cornell AgriTech Representative



## Cornell University Employee Assembly

- 84       • The Infrastructure, Properties & Planning Representative shall become the Facilities and  
85       Campus Services Representative; and

86

87 **Be it further resolved**, that the total number of representatives on the Employee Assembly shall be  
88 increased to 35 and that these membership changes go into effect with the Spring 2021 elections.

89

90 **Be it further resolved**, that §Article V, Section 2A of the Employee Assembly Charter be amended  
91 as follows:

92

93 The Assembly consists of **35** voting members elected by and from the eligible employee population  
94 at Cornell University.

95

96       1. **Eleven** voting members shall be elected to represent the following academic colleges and  
97 schools with one representative each: College of Agriculture & Life Sciences; College of  
98 Architecture, Art, & Planning; College of Arts & Sciences; College of Engineering /  
99 Computer & Information Science; **the Graduate School and Cornell Law School**  
100 **(combined seat)**; College of Human Ecology; School of Industrial and Labor Relations;  
101 College of Veterinary Medicine; Cornell Tech; **SC Johnson College of Business; School of**  
102 **Public Policy.**

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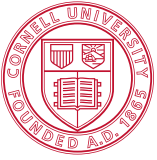
104       2. Ten voting members shall be elected to represent the following administrative units with  
105 one representative each: Alumni Affairs & Development; **Cornell AgriTech; Facilities and**  
106 **Campus Services;** Financial Affairs, Budget & Planning, Audit & Investment; Health &  
107 Safety; Human Resources; **Library and Museum;** Research, Tech Transfer & Information  
108 Technology; Student & Campus Life; **Central University Administration (the Offices of**  
109 **University Relations, University Counsel, the Provost, the Vice Provosts, the University**  
110 **Ombudsman, the Judicial Administrator, ROTC, the Cornell Prison Education**  
111 **Program, and School of Continuing Education and Summer Sessions).**

112

113       3. **Eleven** voting members shall be elected to represent the following affinity groups with one  
114 representative each: **BIPOC (Black, Indigenous, and People of Color);** Disability; Exempt;  
115 International; Less Than Five Years of Service; LGBTQ; **More Than 20 Years of Service;**  
116 Non-Exempt; Retirees; Veterans; Women;

117

118       **a. Two voting members shall be appointed by the Division of Human Resources,**  
119 **in consultation with the HR Retiree Engagement Advisory Committee, to**  
120 **represent the Staff Retiree constituency. The two members shall share one vote**  
121 **but may serve on different committees. The two-year appointments shall be**  
122 **staggered for continuity purposes. The Assembly shall vote to accept the**  
123 **proposed candidates.**



Cornell University  
Employee Assembly

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**4. Three voting members shall be elected or appointed to represent staff at-large from across the University. At-Large representative seats may be filled by appointment from existing candidate pool after annual elections or by candidates from a department without clear Assembly representation. The term of At-Large representative seats will match the Assembly terms and be split each year to align with overall body turnover.**

**Be it finally resolved**, that §Article V, Section 6 of the Employee Assembly Charter be amended as follows:

**A. The term of membership is three consecutive sessions of the Assembly unless otherwise explicitly stated. Terms are staggered such that one-third of the members' terms expire each year.**

**Adopted by Vote of the Assembly (X-X-X), {Date},**

{If adopted, the vote counts and Adopted Date will be filled in by the EA Chair prior to submitting to the President's Office}

**Respectfully Submitted,**

**Membership Task Force**

**Meredith Collins**, non-EA staff committee member, Administrative Assistant, Cornell University Library

**Jamie Duong**, School of Hotel Administration Representative

**Brian Goodell**, Representative At-Large

**Andrea Haenlin-Mott**, Disability Representative At-Large

**Ashley Miller**, Division of Human Resources Representative

**J'Frances White**, non-EA staff committee member, Assistant to the Executive Director of Admissions & Financial Aid, SC Johnson College of Business

**Jessica E. Withers**, Chair of the Elections Committee and Library and Museum Representative

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